

GRACE EPISCOPAL CHURCH

Vestry Meeting Minutes

6:30 pm - Thursday, January 15, 2026

 Attendees	Yes	Zoom	No
Dr. Lauren Rentfro	x		
Susan Walker		x	
Chris Francis		x	
Erin Gardella		x	
Peg Homeier		x	
Mike Keane			x
Anne Styx		x	
David Schilling		x	
Teri Tucci		x	
Madie Redfern	x		

Opening Prayer

Fr. Bryan

Prior Meeting Minute Approval (*action*)

Madie Redfern

Madie motioned to approve the December meeting minutes, with the addendum summarizing our vote by email on Fr. Bryan's Housing Allowance rate for the year. David Schilling seconded.

All voted in favor; none opposed. Motion carries and minutes approved.

Financials

Chris Francis

- December 2025 Treasurer's Report (*action*)
- 2026 Budget

Chris Francis's Treasurer's report included the 2026 Budget for approval. The group first reviewed Income and Expenses for 2025.

Bryan suggested a new format for the bulletin leaflet that helps us explain the financial picture more clearly to parishioners week-to-week.

David Schilling motioned to approve the December Treasurer's report. Erin Gardella seconded. All voted in favor; none opposed. Motion carried.

Next, Chris presented the proposed budget for 2026, with revisions from the previous meeting highlighted. The group discussed the largest source of differences: increases in giving, higher than projected costs due to successfully hiring a priest more quickly than anticipated, and a decrease in the supply priest expenses due to having a full time priest on staff.

Chris and Bryan presented these recommendations from the Budget meeting that required a vote for approval or further discussion to reach consensus:

- 1) A 2% pay increase for Chrissy and Lauren as a cost-of-living increase. An increase of approximately \$700 in Fr. Bryan's compensation to bring his rate in line with the diocesan minimum. Erin Gardella motioned to approve these pay increases. Teri Tucci seconded. All voted in favor; none opposed. Motion carried.
- 2) Due to a change in Fr. Bryan's wife's employment status, his insurance needs have changed, and per his contract a portion of his salary package was designated towards retirement in lieu of an insurance policy. Since Kendall's job no longer makes insurance available to Bryan, he will need insurance through the church, but his retirement allotment will be offset in approximately the same amount, and this is defined by contract. Kendall's new employer does not offer dental benefits and Fr. Bryan and Kendall requested to include Kendall in Bryan's dental benefits package through the church, a difference of approximately \$488. David Schilling moved to add Kendall to the dental plan. Lauren Rentfro seconded. All voted in favor; none opposed. Motion carried.
- 3) Grace pledged 2% of our budgeted income in 2025 to the Diocese. We are asked by the Dioceses to pledge 11%, but this number has been considered out of reach for our finances in recent years. Considerable discussion took place on the pros and cons of either increasing the monetary value of our contribution to maintain our 2% donation rate, **or** keeping the monetary value of our contribution to the diocese the same, even though it represents a smaller percentage of our budget this year. The group considered alternatives to an immediate decision, including the possibility of writing in a procedural adjustment mid year or quarterly to assess whether our diocesan pledge should increase based on financials as they progress. Madie motioned to increase the pledge amount to \$3,000 to maintain the 2% rate. Lauren seconded. Erin, Anne, Madie, and Peg voted in favor. Teri, David, and Susan voted nay. Motion carries.
- 4) There was a question of whether or not to include piano tuning in the budget. After discussion, Susan moved to keep the piano tuning in the maintenance budget. Erin seconded. All voted in favor; none opposed. Motion carried.
- 5) There was a question of whether or not our cleaning fees could be reduced by reducing the number of cleaning services we receive weekly or finding a different provider. We also discussed whether hall rentals should be required to pay any cleaning fees if they cause more mess than is typical. David brought up the importance of sanitizing surfaces in restrooms and the kitchen in particular. Teri motioned that the budget line item remain the same for the purposes of budget approval, but that vestry revisits the possibility of reducing cleaning or evaluating the price of other service options at a future meeting. Susan Walker seconded. All voted in favor; none opposed. Motion carried.

In a vote by email on January 16, 2026, Teri Tucci motioned to approve the 2026 Proposed Budget for presentation at the Annual Meeting. Erin Gardella seconded the motion. Susan Walker, Lauren Rentfro, Madie Redfern, Erin Gardella, Anne Styx, and David Schilling voted in favor. None opposed. Motion carried.

Annual Meeting

- Designating people to write reports
 - The group reviewed the requests for reports to be written and assigned, as seen in the screenshot below.

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Report	Sub Reports	2026 Author
Priest in Charge		Bryan
Warden's Address/Building and Grounds		Lauren and Susan
Children's Ministry Report	Sunday School	Bryan or Lauren
	Vacation Bible School	Bryan or Lauren
	Trunk or Treat	Linda
Lazarus Ministry		Barb and Gina
Martha Ministry		
Altar Guild		Michael
Adult Education		Teri
Anti-Racism Committee		Anne
Outreach	Blessing Box	Linda
	Pride Fest	David
Adopt a Family	Morning Star Mission	Anne
	Exodus World Services	Gina
	Hall Rental	Lauren and Bryan
Treasurer		Chris
Diocesan Convention		Matthew
Confirmations and Baptisms		Bryan

- Selecting a clerk
 - Pam Bloom volunteered to act as clerk for the Annual meeting.
- The group discussed prospective Vestry members for the coming year and thanked the members who are departing for their service. Chris Whitehead has volunteered to serve on the Vestry and Anne Styx has volunteered to serve in a 2-year Warden position. Bryan asked for recommendations for other members who may be interested in serving.

Accessibility

Madie Redfern

Madie presented her idea for creating an Accessibility Committee at Grace to address the ways in which our building and services could be made more accessible for all. The group at large expressed enthusiastic support.

Rector's Report

Fr. Bryan

- The group reviewed the upcoming Offering Count schedule.
- Rebuilding Building and Grounds Committee
 - Bryan discussed forming a Building & Grounds Committee to keep up with ongoing maintenance for those who are inclined and have experience in this area.
- Training and scheduling liturgical volunteers
 - Bryan shared his plans for working towards more scheduling and structure around liturgical roles like lay ministers and altar guild members so that there's consistency and less scrambling to make sure everything is taken care of.
 - Susan shared concerns about a shift in the process, and Bryan acknowledged he is aware of those concerns and taking them into account.
- Lent programming
 - Bryan plans to organize the Shrove Tuesday Pancake Supper to kick off lent, with Boy Scouts volunteering for assistance with set up and clean up as a service project.

Madie volunteered to help cook. Teri tentatively volunteered to help cook, pending scheduling issues. Bryan shared that the evening will end with a bonfire and prayer to kick off the Lenten season.

- Bryan is also organizing prayer services, supper groups and different ways of prayer as a part of the Lent programming this year.

Pastoral Care

- Persons to be Mindful of (*closed*)
 - No request for closed session at this time.

Closing Prayer

- Bryan led the group in a closing prayer and the group adjourned.

Next Meeting

Thursday, February 19, 2025 at 6:30pm

IMPORTANT DATES

Sun. January 25, 2026	Annual Meeting	Meeting & Potluck at 11:30am
Tue. February 18, 2026	Shrove Tuesday	Pancake Dinner at 6:00pm
Wed. February 19, 2026	Ash Wednesday	7:00am & 7:00pm services

BRYAN AWAY DATES

None
